JAMES ENNIS STREET

ATTORNEY AND STRATEGIC COUNSEL

Durham, North Carolina | james@jamesennisstreet.com | linkedin.com/in/jamesennisstreet

PROFESSIONAL PROFILE

North Carolina attorney with experience in complex civil litigation, employment counseling, commercial disputes, governance, and public law. Combines independent client representation and Robinson Bradshaw litigation experience with earlier corporate, government, civil-rights, and institutional leadership work.

PROFESSIONAL EXPERIENCE

JAMES ENNIS STREET — INDEPENDENT LEGAL PRACTICE North Carolina
Attorney and Strategic Counsel March 2025 – Present

- Serve as primary counsel to executives, senior professionals, founders, boards, and institutions on employment, contractual, governance, and reputational matters; independently manage disputes with stakes exceeding $650,000.
- Negotiated an employment discrimination settlement approaching $1 million; structure executive exits and advise leadership and boards on institutional conflict and governance.
- Reconstruct factual records, assess legal and business exposure, and develop negotiation and litigation strategies; coordinate specialist counsel and manage client communication, deadlines, and practice processes.

ROBINSON BRADSHAW Charlotte, North Carolina
Litigation Associate September 2023 – March 2025

- Represented corporate and institutional clients in complex commercial, employment, financial services, product liability, constitutional, and class action litigation in state and federal courts, including the North Carolina Business Court.
- Drafted dispositive motions, pleadings, memoranda, and employment-agency position statements; prepared deponents and led Relativity review, vendor and review-team coordination, quality control, and discovery production.
- Defended a national bank in financial-tort multidistrict litigation arising from alleged Ponzi-scheme activity; represented a multinational in PFAS litigation and the Southeastern Conference in name, image, and likeness class actions.
- Handled supply, software-vendor, UCC, settlement-enforcement, and property disputes; supported a multiweek arbitration and successful resolution of a nine-figure industrial conversion contract dispute.
- Defended discrimination, retaliation, wrongful-discharge, and religious-accommodation claims and an FLSA action involving 5,000+ employees; participated in mediations resolving six-figure disputes.
- Counseled on 10+ multistate reductions in force; prepared 100+ individualized separation agreements addressing ADEA/OWBPA and state-law requirements; drafted employment agreements addressing equity and incentive compensation.
- Advised employers and universities on workplace policies and handbooks; counseled a major healthcare system on statutory interpretation and represented healthcare and educational institutions in hearings and public-law disputes.

ROBINSON BRADSHAW Charlotte, North Carolina
Summer Associate May – August 2022; May – July 2021

- Researched commercial, employment, regulatory, and public-law issues and assisted with litigation and matter strategy across two summer terms.

GOVERNOR ROY COOPER — OFFICE OF LEGAL COUNSEL Raleigh, North Carolina
Summer Legal Intern June – July 2022

- Prepared memoranda for senior counsel on constitutional, administrative, election, and executive-power issues, including *Moore v. Harper* and congressional redistricting.

HONEYWELL Charlotte, North Carolina
Summer Law Clerk June – July 2021

- Supported a global legal department on contracts, employment, compliance, privilege, and discovery; conducted in camera review and developed privilege and discovery CLE training.

CIVIL RIGHTS AND INSTITUTIONAL EXPERIENCE

MUSLIM ADVOCATES — Washington, District of Columbia
Legal Fellow and Paralegal (pre-JD) — December 2018 – May 2020

- Supported federal civil rights, employment discrimination, constitutional, religious liberty, and immigration litigation through research, briefing, discovery, FOIA responses, client interviews, and settlement preparation.
- Managed intake, case tracking, PACER/ECF filings, attorney referrals, and pro bono coordination; led intern recruitment and training and coordinated with clients, co-counsel, and internal teams.
- Wrote issue briefs and Know Your Rights guidance; supported airline anti-discrimination policy, federal hate-crimes advocacy, congressional hearings, and organizational crisis response.

UNC–CHAPEL HILL — OFFICE FOR DIVERSITY AND INCLUSION — Chapel Hill, North Carolina
Campus Coordinator — August 2014 – June 2018

- Led a 13-person staff and 100+ volunteers delivering eight annual recruitment events; directed Project Uplift for three summers, managing 80 staff and 1,200+ participants each summer.
- Managed partnerships, programming, fundraising, and staff development; advised senior university leaders on governance, organizational structure, sensitive institutional issues, reputational risk, and public policy.

BONNER LEADERS PROGRAM — BLACKSPACE AND SACRIFICIAL POETS — Durham, North Carolina
Program Coordinator — August 2014 – April 2018

- Created youth curricula and events on self-expression, introspection, and conflict resolution; advised on program design, execution, and organizational strategy.

EDUCATION

DUKE UNIVERSITY SCHOOL OF LAW — Durham, North Carolina
Juris Doctor, cum laude — May 2023

Honors: Carolyn McAllaster Scholar; Duke University School of Law Award.

Editorial leadership: Executive Editor, *Duke Journal of Comparative and International Law*; Content Editor, *Duke Law and Technology Review*.

Leadership: Dean's Advisory Council; Founder and President, Native American Law Students Association; External Vice President, North Carolina Club.

Community Enterprise Clinic: Student attorney advising three Triangle-area nonprofits on tax exemption, nondiscrimination obligations, and litigation and reputational risk.

Publication: Note on federal recognition of the Lumbee Tribe, 33 *Duke Journal of Comparative and International Law* 121–149 (2023).

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL — Chapel Hill, North Carolina
Bachelor of Arts, with honors — May 2018

Academic record: Public Policy and Interdisciplinary Studies majors; African Diaspora Studies minor. Ronald E. McNair Scholar; Harvey Beech Scholar.

Selected leadership: Senior Advisor to the Student Body President; Advisor to the Chancellor; Chair, UNC Black Congress; President, Carolina Indian Circle.

PROFESSIONAL QUALIFICATIONS

Admissions: North Carolina; U.S. District Courts for the Eastern and Western Districts of North Carolina.

Legal technology: Westlaw/Precision AI; LexisNexis/Lexis+ AI; CoCounsel; Relativity; Clio; iManage; PACER/ECF.

Language: Spanish, professional working proficiency.